NATIONAL
ABSENCE & HIRING TRENDS
2018-2019 School Year

The data below represents the most comprehensive data set over the past three years, and highlights levers that K-12 education organizations can use to think more strategically about their absence management and hiring practices.
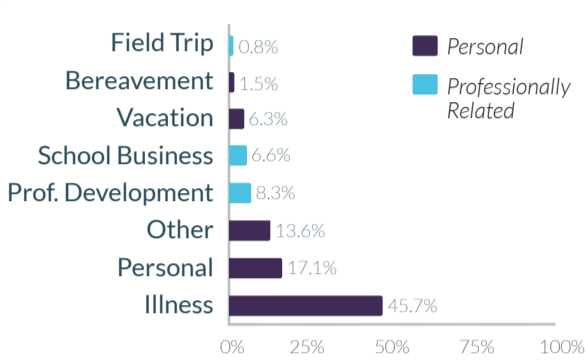
Absence & Substitute Data

1 Average # of Absences per Employee

	2016-17	2017-18	2018-19
Requiring a Sub	11.16	11.16	11.11
Not Requiring a Sub	26.88	26.43	26.92

23% of employees requiring a substitute had perfect attendance during the 2018-19 school year.

2 % of Absences by Reason (2018-19)

Field Trip	0.8%
Bereavement	1.5%
Vacation	6.2%
School Business	6.6%
Prof. Development	8.3%
Other	13.6%
Personal	17.1%
Illness	45.7%

■ Personal ■ Professionally Related

Professionally related absences accounted for 16% of all absences, as compared to 17% in 2015- 2016 and 17.6% in 2016-17.

Fill rates have fallen for the 2018-19 school year, as substitutes worked fewer days on average, and nearly half of all substitutes did not work at all.

3 Average Fill Rate

84.3% 2016-17   82% 2017-18   80% 2018-19

4 % Non-working Substitutes

2016-17	2017-18	2018-19
46%	49%	50%

5 Average # of Days Worked by Substitutes

2016-17	2017-18	2018-19
33.3	33.2	33.2

TIP: To boost declining fill rates, districts should consider removing non-active substitutes from their pool or deploying strategies to encourage substitutes to accept more jobs. Districts should also consider ways to reduce employee absences on days that are hardest to fill.

Recruiting & Hiring Data

1 Average # of Jobs Posted per District

	2016-17	2017-18	2018-19
Administrative	7.6	8.0	8.4
Certified	59.1	64.5	70.2
Classified	68.0	77.2	84.4
Other	25.3	28.3	30.8

2 Average # of Applications per Job Posted

	2016-17	2017-18	2018-19
Administrative	36.2	35.6	32.2
Certified	23.7	21.7	19.5
Classified	19.8	18.5	17.6
Other	25.4	21.9	19.5

While many nuances exist across by region, the national data shows more job postings being created and fewer job applications posted per job. Time to fill has also shortened in almost all cases.
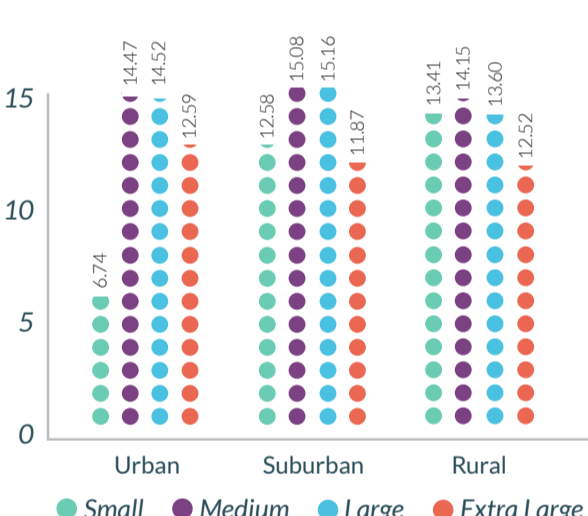
3 Average # of Days to Fill a Teaching Job

	2016-17	2017-18	2018-19
Lead Teacher/Dept Head	47	38	41
Business Education	55	44	42
Elementary (Grades 1-6)	36	35	33
English as a Second Language	47	33	32
English/Reading/Language Arts	47	37	37
Fine Arts	47	43	42
Foreign Language	58	48	41
Generalist	62	41	39
Gifted and Talented	58	48	34
Mathematics	47	41	39
Music	45	41	37
Physical Education/Health	41	40	39
Preschool/Kindergarten	35	34	34
Science	50	39	39
Social Studies/History	42	38	35
Special Education	47	43	40
Technology	47	49	43
Vocational	62	48	42

TIP: Digging into data for your district will yield the most meaningful insights. But as always, a sound strategy includes reducing teacher turnover, early succession planning and job postings, and proactively recruiting, especially for hard-to-fill positions.
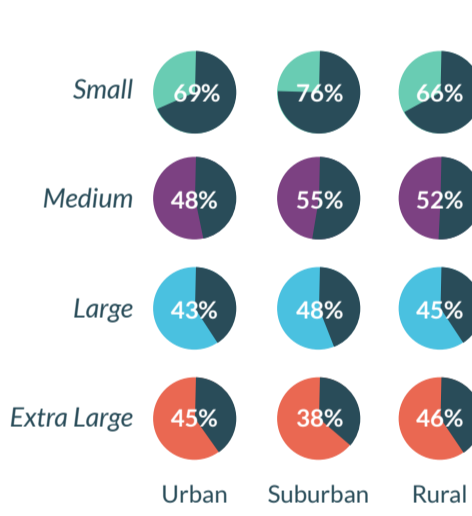
Because there are significant differences in the data across organization size and locale, the metrics below are broken out by setting.

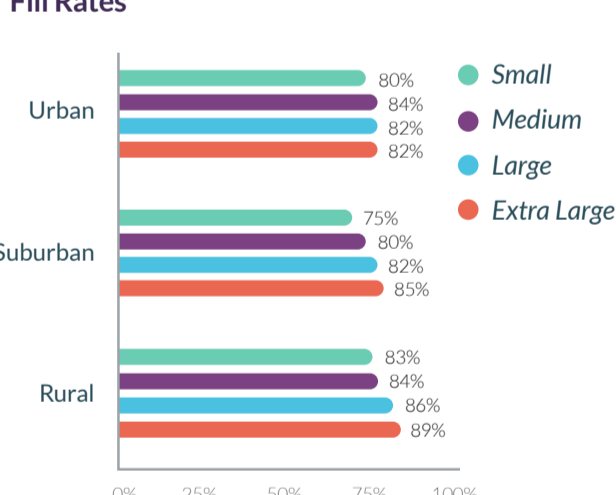## Absence & Hiring Data from the 2018-19 School Year

1 Average # of Absences per Employee

● Small ● Medium ● Large ● Extra Large

2 Fill Rates

Urban: 80% / 84% / 82% / 82%
Suburban: 75% / 80% / 82% / 85%
Rural: 83% / 84% / 86% / 89%

■ Small ■ Medium ■ Large ■ Extra Large

3 Percentage of Non-working Substitutes

	Urban	Suburban	Rural
Small	49%	76%	66%
Medium	48%	55%	52%
Large	43%	48%	45%
Extra Large	45%	38%	46%

4 Average Days Worked by Substitutes

■ Small ■ Medium ■ Large ■ Extra Large

5 Average # of Applications Submitted per Job Posting (Certified positions only)

Urban	Suburban	Rural
11.3	23.3	11.3

Suburban school districts have the most applications submitted per job posting.

Fill rates have fallen for the 2018-19 school year, with half of all substitutes not working at all.

Insight:
Organizations using Frontline's solutions for recruiting, hiring and employee absence management can access interactive data tools to benchmark their own organization's data against national, state and like-district organizations.

Clients using Frontline's solutions for hiring and employee absence management can access more metrics like these, and benchmark their organization's data against national, state and like-district organizations with interactive data tools.

* The 2018-19 school year is defined by July 1, 2018 through June 30, 2019.

These statistics are based on data from:

- Over 6,000 K-12 organizations using Frontline's absence and substitute management tool, representing data from 3,882,730 employees and 54,062,639 absences. This data is so comprehensive that the Center for Research and Reform in Education at Johns Hopkins University has declared it to be representative of national trends.

- Over 1,000 K-12 organizations using Frontline's applicant tracking system. This represents data from 16,645,901 applications submitted and 885,200 jobs posted.

The Frontline Research & Learning Institute generates data-driven research, resources and observations to support and advance the education community. The Institute's research is powered by Frontline Education data and analytics capabilities in partnership with over 12,000 K-12 organizations and several million users nationwide. The Institute's research reports and analysis are designed to provide practical insights for teachers and leaders as well as benchmarks to inform strategic decision-making within their organizations.